

Credentialed Professional Staff Categories

Staff Category	Admitting Privileges	Term of Appointment	Restrictions / Conditions	Committee Involvement	Distinguishing Factors
ASSOCIATE	Generally Yes – except for Anaesthesia, Radiology, Emerg Med and Pathology.	<p>Newly appointment members of the Credentialed Professional Staff for a probationary period of 12 months.</p> <p>At the end of 12 months, the department may recommend a change of status to Active Staff or request additional probationary period not to extend past an additional 12 month period.</p>	<ul style="list-style-type: none"> ● Active staff can work less than full time hours while functioning within their full scope of practice. ● May be the Most Responsible Provider (MRP). 	<ul style="list-style-type: none"> ● Voting member of the Credentialed Professional Staff Organization (PSO). Physician members are eligible to be an officer of the PSO. 	<ul style="list-style-type: none"> ● Clinical Academic appointment conferred at the discretion of the Schulich School of Medicine & Dentistry, at Western University and required for teaching activities if denoted as part of the Credentialed Professional Staff member's role description. ● Appointment will be consistent with the human resource plan and may be subject to the completion of an Impact Analysis to determine resource implications to the hospital and reviewed by the Joint Professional Staff HR Committee. ● Appointment will be assigned an Academic Role Category ● May be eligible for AMOSO funding.(fully participate with 180 or > or participate45-180 hrs of in scope combined clinical and teaching hours.
ACTIVE – HR Position	Generally Yes – except for Anaesthesia, Radiology, Emerg Med and Pathology.	1 year with the opportunity to apply for annual reappointment.	<ul style="list-style-type: none"> ● All active staff members are required to fulfill a 12-month probationary period on initial appointment. ● Active staff can work less than full time hours while functioning within their full scope of practice. ● May be the Most Responsible Provider (MRP). 	<ul style="list-style-type: none"> ● Voting member of the Credentialed Professional Staff Organization (PSO). Physician members are eligible to be an officer of the PSO. 	<ul style="list-style-type: none"> ● Clinical Academic appointment conferred at the discretion of the Schulich School of Medicine & Dentistry, at Western University and required for teaching activities if denoted as part of the Credentialed Professional Staff member's role description. ● Appointment will be consistent with the human resource plan and may be subject to the completion of an Impact Analysis to determine resource implications to the hospital and reviewed by the Joint Professional Staff HR Committee. ● Appointment will be assigned an Academic Role Category ● May be eligible for AMOSO funding.(fully participate with 180 or > or participate45-180 hrs of in scope combined clinical and teaching hours.

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ACTIVE – NO HR Position (ie., Community based physician wishing to see their patients admitted to hospital, Community Dentists)	Generally Yes – except for Anesthesia, Radiology, Emerg Med and Pathology.	1 year with the opportunity to apply for annual reappointment.	<ul style="list-style-type: none"> All active staff members are required to fulfill a 12-month probationary period on initial appointment. Active staff can work less than full time hours while functioning within their full scope of practice. May be the Most Responsible Provider (MRP). 	<ul style="list-style-type: none"> Voting member of the Credentialed Professional Staff Organization (PSO). Physician members are eligible to be an officer of the PSO. 	<ul style="list-style-type: none"> Adjunct Academic appointment conferred at the discretion of the Schulich School of Medicine & Dentistry, at Western University, and required for teaching activities if denoted as part of the Credentialed Professional Staff member's role description. Position in itself does not generate additional resources utilization to the hospital Not eligible for AMOSO funding.
MODIFIED ACTIVE	Same as "Active" unless otherwise specified in their appointment to Professional staff	1 year with the opportunity to apply for annual reappointment	<ul style="list-style-type: none"> All active staff who work in a reduced scope of practice (no-on call, less clinic time) as negotiated with the Department Chief or due to restrictions 	<ul style="list-style-type: none"> Voting members of the Credentialed Professional Staff Organization (PSO). Physician members are eligible to be an officer of the PSO. 	<ul style="list-style-type: none"> Academic appointment conferred at the discretion of the Schulich School of Medicine & Dentistry, at Western University and required for teaching activities if denoted as part of the Credentialed Professional Staff member's role description. Appointment will be consistent with the human resource plan and may be subject to the completion of an Impact Analysis.
TERM – NO HR Position	Will not normally have admitting privileges. Unless determined to be appropriate and supported by the Chief.	Not to exceed 1 year – not generally eligible for re-appointment, except at the discretion of the Board.	<p>May be required to undergo a 12-month probationary period as determined by the Chief of Department.</p> <ul style="list-style-type: none"> Will not normally be the Most Responsible Provider(MRP) unless supported by the Chief. 	<ul style="list-style-type: none"> Not generally eligible to attend or vote at meetings of the Credentialed Professional Staff Organization. Not eligible to be an officer of the PSO or serve on MAC Cmtes. 	<ul style="list-style-type: none"> Provide a specific departmental clinical and/or academic need for a defined period of time such as a Resident doing moonlighting work or to assist departments with staffing challenges due to multiple vacant staffing positions May be required to work under the supervision of an ACTIVE staff member.
TERM – HR Position	Generally Yes – except for Anaesthesia, Radiology, Emerg Med and Pathology.	1 year with the opportunity to apply for annual reappointment in an Associate category with per Department Chief support.	<ul style="list-style-type: none"> May be the Most Responsible Provider (MRP). 	<ul style="list-style-type: none"> Not generally eligible to attend or vote at meetings of the Credentialed Professional Staff Organization. Not eligible to be an officer of the PSO or serve on MAC Cmtes. 	<ul style="list-style-type: none"> Will apply to Clinical Academic physicians who have an HR position and who are pending Royal College specialty or subspecialty successful examination Clinical Academic appointment working under a one-year limited duties appointment.

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					<ul style="list-style-type: none"> ● Appointment will be assigned an HR position number and an Academic Role Category ● Will be consistent with the human resource plan and may be subject to the completion of an Impact Analysis to determine resource implications to the hospital and reviewed by the Joint Professional Staff HR Committee. ● May be eligible for AMOSO funding.(fully participate with 180 or > or participate 45-180 hrs of in scope combined clinical and teaching hours.
PROBATIONARY-TERM	Will not normally have admitting privileges. Unless determined to be appropriate and supported by the Chief.	<p>Newly appointment members of the Credentialed Professional Staff for a probationary period of 12 months who are pending specialty or subspecialty Royal College successful examination</p> <p>At the end of 12 months, the department may recommend a change of status to Term Staff or request additional probationary period not to extend past an additional 12 month period.</p>	<ul style="list-style-type: none"> ● Will not normally be the Most Responsible Provider (MRP) unless supported by the Chief. 	<ul style="list-style-type: none"> ● Not generally eligible to attend or vote at meetings of the Credentialed Professional Staff Organization. ● Not eligible to be an officer of the PSO or serve on MAC Cmtes. 	<ul style="list-style-type: none"> ● Provide a specific departmental clinical and/or academic need for a defined period of time such as a Resident doing moonlighting work or to assist departments with staffing challenges due to multiple vacant staffing positions ● May be required to work under the supervision of an ACTIVE staff member. ● Will apply to Clinical Academic physicians who are pending Royal College specialty or subspecialty successful examination
LOCUM TENENS	Will normally have admitting privileges as appropriate and supported by the Chief.	Specified period of time, not eligible for re-appointment.	<ul style="list-style-type: none"> ● Will work under supervision of an Active staff member named by the Chief of Staff/VP Medical. ● May be the Most Responsible Provider (MRP). 	<ul style="list-style-type: none"> ● Not eligible to attend or vote at meetings of the Credentialed Professional Staff Organization. ● Not eligible to be an officer of the PSO or serve on MAC Cmtes. 	<ul style="list-style-type: none"> ● Provide coverage as a planned replacement (maternity, sick, educational leave, etc.) for a member of the ACTIVE staff for a defined period of time. ● Provide coverage to fill a vacant position during the recruitment process ● Provide coverage to assist in situations where volume of work is an issue while recruitment is underway for a permanent candidate.

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SUPPORTIVE	No	1 year – to be re-appointed annually.	<ul style="list-style-type: none"> ● May input information into a patient record and progress notes but cannot make or record any orders. 	<ul style="list-style-type: none"> ● May attend but not eligible to vote at meetings of the Credentialed Professional Staff Organization. ● Not eligible to be an officer of the PSO or serve on MAC Cmtes. 	<ul style="list-style-type: none"> ● Provide support to the patient and/or members of the patient's family and act as a liaison between the most responsible provider and the patient.
HONORARY	No	1 year – to be re-appointed annually.	<ul style="list-style-type: none"> ● Post retirement position. ● Does NOT require active CPSO Certificate of Registration or CMPA membership. 	<ul style="list-style-type: none"> ● May attend but not eligible to vote at meetings of the Credentialed Professional Staff Organization. ● Not eligible to be an officer of the PSO or serve on MAC Cmtes. 	<ul style="list-style-type: none"> ● Recognizes former members of the professional staff who have gained academic or professional distinction.
TEMPORARY	Yes, at the discretion of the CEO (or delegate).	Defined period of time, not to exceed length of time between regularly scheduled meetings of the Board.	<ul style="list-style-type: none"> ● Appointed at the discretion of the CEO (or delegate) of the hospital for a specific event. 	<ul style="list-style-type: none"> ● Not eligible to vote at meetings of the Credentialed Professional Staff Organization. ● Not eligible to be an officer of the PSO or serve on MAC Committees. 	<ul style="list-style-type: none"> ● Granted to meet a specific singular clinical or academic requirement, or urgent expected need in a department.